



H-2A Agricultural Clearance Order
Form ETA-790A
U.S. Department of Labor

A. Job Offer Information

| | | | | | | | |
|---|----------------|--|------------|-------------------------------|--------------|---|--|
| 1. Job Title * Beekeeper | | | | | | | |
| 2. Workers Needed * | | a. Total | b. H-2A | Period of Intended Employment | | | |
| | | 10 | 10 | 3. Begin Date * 1/1/2022 | | 4. End Date * 10/31/2022 | |
| 5. Will this job generally require the worker to be on-call 24 hours a day and 7 days a week? * If "Yes", proceed to question 8. If "No", complete questions 6 and 7 below. | | | | | | | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| 6. Anticipated days and hours of work per week * | | | | | | | 7. Hourly work schedule * |
| 40 | a. Total Hours | 8 | c. Monday | 8 | e. Wednesday | 8 | g. Friday |
| 0 | b. Sunday | 8 | d. Tuesday | 8 | f. Thursday | 0 | h. Saturday |
| | | | | | | | a. 8 : 00 <input checked="" type="checkbox"/> AM <input type="checkbox"/> PM |
| | | | | | | | b. 5 : 00 <input type="checkbox"/> AM <input checked="" type="checkbox"/> PM |
| Temporary Agricultural Services and Wage Offer Information | | | | | | | |
| 8a. Job Duties - Description of the specific services or labor to be performed. * (Please begin response on this form and use Addendum C if additional space is needed.) Perform all aspects of commercial beekeeping. Raise queen bees to acceptable production rates. Isolate queen bees. Medicate, treat and feed bees as necessary to maintain healthy colonies. Increase and spilt beehives. Move beehives to and from various field and orchard locations or honey production worksites. Monitor and manage all beehives. Prepare beehives to be shipped. Load and unload beehives. Harvest, extract and package honey. Clean and sanitize honey extraction plant. General facility maintenance and upkeep. | | | | | | | |
| 8b. Wage Offer * | | 8c. Per * | | 8d. Piece Rate Offer \$ | | 8e. Piece Rate Units/Special Pay Information \$ | |
| \$ 16.05 | | <input checked="" type="checkbox"/> HOUR <input type="checkbox"/> MONTH | | \$ | | | |
| 9. Is a completed Addendum A providing additional information on the crops or agricultural activities and wage offers attached to this job offer? * | | | | | | | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| 10. Frequency of Pay. * <input type="checkbox"/> Weekly <input checked="" type="checkbox"/> Biweekly <input type="checkbox"/> Monthly <input type="checkbox"/> Other (specify): | | | | | | | N/A |
| 11. State all deduction(s) from pay and, if known, the amount(s). * (Please begin response on this form and use Addendum C if additional space is needed.) The following deduction will be made: Taxes, if applicable under Federal, State, and local law from U.S. Workers, FICA Taxes, & Federal Income Tax Withholding. Willful destruction of property. No deductions will be made which would bring the employee's hourly wage below the Federal Minimum Wage. | | | | | | | |



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B. Minimum Job Qualifications/Requirements

| | | | |
|--|---|--|---|
| 1. Education: minimum U.S. diploma/degree required. * | | | |
| <input checked="" type="checkbox"/> None <input type="checkbox"/> High School/GED <input type="checkbox"/> Associate's <input type="checkbox"/> Bachelor's <input type="checkbox"/> Master's or Higher <input type="checkbox"/> Other degree (JD, MD, etc.) | | | |
| 2. Work Experience: number of <u>months</u> required. * | 3 | 3. Training: number of <u>months</u> required. * | 0 |
| 4. Basic Job Requirements (check all that apply) * | | | |
| <input type="checkbox"/> a. Certification/license requirements <input type="checkbox"/> g. Exposure to extreme temperatures | | | |
| <input type="checkbox"/> b. Driver requirements <input type="checkbox"/> h. Extensive pushing or pulling | | | |
| <input type="checkbox"/> c. Criminal background check <input type="checkbox"/> i. Extensive sitting or walking | | | |
| <input type="checkbox"/> d. Drug screen <input type="checkbox"/> j. Frequent stooping or bending over | | | |
| <input checked="" type="checkbox"/> e. Lifting requirement <u>50</u> lbs. <input type="checkbox"/> k. Repetitive movements | | | |
| 5a. Supervision: does this position supervise the work of other employees? * | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | 5b. If "Yes" to question 5a, enter the number of employees worker will supervise. \$ | |
| 6. Additional Information Regarding Job Qualifications/Requirements. (Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter " NONE " below) * | | | |
| Must be able to work for the entire itinerary and join the employer at any one of the locations that the employer has a crew located at that time. No fear of/non-allergic to bees/pollen. Able to lift up to 50 lbs. repetitively. 3 months experience required. Must be able to provide references to verify experience. | | | |

C. Place of Employment Information

| | | | |
|---|------------|------------------|---|
| 1. Address/Location * | | | |
| 6398 County Road 20, Orland, California 95963 | | | |
| 2. City * | 3. State * | 4. Postal Code * | 5. County * |
| Orland | California | 95963 | Glenn |
| 6. Additional Place of Employment Information (If no additional information, enter " NONE " below) * | | | |
| None. | | | |
| 7. Is a completed Addendum B providing additional information on the places of employment and/or agricultural businesses who will employ workers, or to whom the employer will be providing workers, attached to this job order? * | | | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |

D. Housing Information

| | | | |
|---|------------|---|---|
| 1. Housing Address/Location * | | | |
| 6398 County Road 20 | | | |
| 2. City * | 3. State * | 4. Postal Code * | 5. County * |
| Orland | California | 95963 | Glenn |
| 6. Type of Housing * | | 7. Total Units * | 8. Total Occupancy * |
| Employer owned travel trailer | | 6 | 12 |
| 9. Housing complies or will comply with the following applicable standards: * | | <input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal | |
| 10. Additional Housing Information. (If no additional information, enter " NONE " below) * | | | |
| None. | | | |
| 11. Is a completed Addendum B providing additional information on housing that will be provided to workers attached to this job order? * | | | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |



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E. Provision of Meals

| | |
|---|--|
| <p>1. Describe <u>how</u> the employer will provide each worker with 3 meals a day or furnish free and convenient cooking and kitchen facilities. * (Please begin response on this form and use Addendum C if additional space is needed.)</p> <p>Fully furnished kitchen provided. Transportation will be provided by the employer to allow access to grocery stores at least once per week, at no cost to the worker.</p> | |
| 2. If meals are provided, the employer: * | <input checked="" type="checkbox"/> WILL NOT charge workers for such meals. |
| | <input type="checkbox"/> WILL charge workers for such meals at \$ <u> </u> . <u> </u> per day per worker. |

F. Transportation and Daily Subsistence

| | | |
|--|-----------------|--|
| <p>1. Describe the terms and arrangement for daily transportation the employer will provide to workers. *</p> <p>(Please begin response on this form and use Addendum C if additional space is needed.)</p> <p>The employer will provide free daily transportation from the housing location to the work site and return each day.</p> | | |
| <p>2. Describe the terms and arrangements for providing workers with transportation (a) to the place of employment (i.e., inbound) and (b) from the place of employment (i.e., outbound). *</p> <p>(Please begin response on this form and use Addendum C if additional space is needed.)</p> <p>The employer will provide advance transportation for reasonable (most economical) common carrier or other transportation which conforms to the Interstate Commerce Commission (ICC) in bound transportation (if it is the prevailing practice). If not the prevailing practice, the employer will reimburse the worker for transportation costs and subsistence to the employer's work site when the worker completes 50% of the work period.</p> | | |
| 3. During the travel described in Item 2, the employer will pay for or reimburse daily meals by providing each worker * | a. no less than | \$ <u>13</u> . <u>17</u> per day * |
| | b. no more than | \$ <u>55</u> . <u>00</u> per day with receipts |

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G. Referral and Hiring Instructions

1. Explain how prospective applicants may be considered for employment under this job order, including verifiable contact information for the employer, or the employer's authorized hiring representative, methods of contact, and the days and hours applicants will be considered for the job opportunity. *

(Please begin response on this form and use Addendum C if additional space is needed.)

Contact Ali Curiel, 6398 County Road 20, Orland, California 95963, Phone: 530-865-0298. Employer will remain available for pre-determined interview appointments on Monday - Friday, 7 AM-5 PM.

2. Telephone Number to Apply *

+1 (530) 865-0298

3. Email Address to Apply *

Ali@ohbees.com

4. Website address (URL) to Apply *

N/A

H. Additional Material Terms and Conditions of the Job Offer

1. Is a completed **Addendum C** providing additional information about the material terms, conditions, and benefits (monetary and non-monetary) that will be provided by the employer attached to this job order? *

☒ Yes ☐ No



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I. Conditions of Employment and Assurances for H-2A Agricultural Clearance Orders

By virtue of my signature below, I **HEREBY CERTIFY** my knowledge of and compliance with applicable Federal, State, and local employment-related laws and regulations, including employment-related health and safety laws, and certify the following conditions of employment:

1. **JOB OPPORTUNITY:** Employer assures that the job opportunity identified in this clearance order (hereinafter also referred to as the "job order") is a full-time temporary position being placed with the SWA in connection with an H-2A *Application for Temporary Employment Certification* for H-2A workers and this clearance order satisfies the requirements for agricultural clearance orders in 20 CFR 653, subpart F and the requirements set forth in 20 CFR 655.122. This job opportunity offers U.S. workers no less than the same benefits, wages, and working conditions that the employer is offering, intends to offer, or will provide to H-2A workers and complies with the requirements at 20 CFR 655, Subpart B. The job opportunity is open to any qualified U.S. worker regardless of race, color, national origin, age, sex, religion, handicap, or citizenship.
2. **NO STRIKE, LOCKOUT, OR WORK STOPPAGE:** Employer assures that this job opportunity, including all worksites for which the employer is requesting H-2A labor certification does not currently have workers on strike or being locked out in the course of a labor dispute. 20 CFR 655.135(b).
3. **HOUSING FOR WORKERS:** Employer agrees to provide for or secure housing for H-2A workers and those workers in corresponding employment who are not reasonably able to return to their residence at the end of the work day. That housing complies with the applicable local, State, or Federal standards and is sufficient to house the specified number of workers requested through the clearance system. The employer will provide the housing without charge to the worker. Any charges for rental housing will be paid directly by the employer to the owner or operator of the housing. If public accommodations are provided to workers, the employer agrees to pay all housing-related charges directly to the housing's management. The employer agrees that charges in the form of deposits for bedding or other similar incidentals related to housing (e.g., utilities) must not be levied upon workers. However, the employer may require workers to reimburse them for damage caused to housing by the individual worker(s) found to have been responsible for damage which is not the result of normal wear and tear related to habitation. When it is the prevailing practice in the area of intended employment and the occupation to provide family housing, the employer agrees to provide family housing at no cost to workers with families who request it. 20 CFR 655.122(d), 653.501(c)(3)(vi).

Request for Conditional Access to Intrastate or Interstate Clearance System: Employer assures that the housing disclosed on this clearance order will be in full compliance with all applicable local, State, or Federal standards at least 20 calendar days before the housing is to be occupied. 20 CFR 653.502(a)(3). The Certifying Officer will not certify the application until the housing has been inspected and approved.

4. **WORKERS' COMPENSATION COVERAGE:** Employer agrees to provide workers' compensation insurance coverage in compliance with State law covering injury and disease arising out of and in the course of the worker's employment. If the type of employment for which the certification is sought is not covered by or is exempt from the State's workers' compensation law, the employer agrees to provide, at no cost to the worker, insurance covering injury and disease arising out of and in the course of the worker's employment that will provide benefits at least equal to those provided under the State workers' compensation law for other comparable employment. 20 CFR 655.122(e).
5. **EMPLOYER-PROVIDED TOOLS AND EQUIPMENT:** Employer agrees to provide to the worker, without charge or deposit charge, all tools, supplies, and equipment required to perform the duties assigned. 20 CFR 655.122(f).
6. **MEALS:** Employer agrees to provide each worker with three meals a day or furnish free and convenient cooking and kitchen facilities to the workers that will enable the workers to prepare their own meals. Where the employer provides the meals, the job offer will state the charge, if any, to the worker for such meals. The amount of meal charges is governed by 20 CFR 655.173. 20 CFR 655.122(g).

For workers engaged in the herding or production of livestock on the range, the employer agrees to provide each worker, without charge or deposit charge, (1) either three sufficient meals a day, or free and convenient cooking facilities and adequate provision of food to enable the worker to prepare his own meals. To be sufficient or adequate, the meals or food provided must include a daily source of protein, vitamins, and minerals; and (2) adequate potable water, or water that can be easily rendered potable and the means to do so. 20 CFR 655.210(e).

7. **TRANSPORTATION AND DAILY SUBSISTENCE:** Employer agrees to provide the following transportation and daily subsistence benefits to eligible workers.

A. Transportation to Place of Employment (Inbound)

If the worker completes 50 percent of the work contract period, and the employer did not directly provide such transportation or subsistence or otherwise has not yet paid the worker for such transportation or subsistence costs, the employer agrees to reimburse the worker for reasonable costs incurred by the worker for transportation and daily subsistence from the place from which the worker has come to work for the employer, whether in the U.S. or abroad to the place of employment. The amount of the transportation payment must be no less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved. The amount the employer will pay for daily subsistence expenses are those amounts disclosed in this clearance order, which are at least as much as the employer would charge the worker for providing the worker with three meals a day during employment (if applicable), but in no event will less than the amount permitted under 20 CFR 655.173(a). The employer understands that the Fair Labor Standards Act applies independently of the H-2A requirements and imposes obligations on employers regarding payment of wages. 20 CFR 655.122(h)(1).

B. Transportation from Place of Employment (Outbound)

If the worker completes the work contract period, or is terminated without cause, and the worker has no immediate subsequent H-2A employment, the employer agrees to provide or pay for the worker's transportation and daily subsistence from the place of employment to the place from which the worker, disregarding intervening employment, departed to work for the employer. Return transportation will not be provided to workers who voluntarily abandon employment before the end of the work contract period, or who are terminated for cause, if the employer follows the notification requirements in 20 CFR 655.122(n).



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If the worker has contracted with a subsequent employer who has not agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's worksite to such subsequent employer's worksite, the employer must provide for such expenses. If the worker has contracted with a subsequent employer who has agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's worksite to such subsequent employer's worksite, the subsequent employer must provide or pay for such expenses.

The employer is not relieved of its obligation to provide or pay for return transportation and subsistence if an H-2A worker is displaced as a result of the employer's compliance with the 50 percent rule as described in sec. 655.135(d) of this subpart with respect to the referrals made after the employer's date of need. 20 CFR 655.122(h)(2).

C. *Daily Transportation*

Employer agrees to provide transportation between housing provided or secured by the employer and the employer's worksite(s) at no cost to the worker. 20 CFR 655.122(h)(3).

D. *Compliance with Transportation Standards*

Employer assures that all employer-provided transportation will comply with all applicable Federal, State, or local laws and regulations. Employer agrees to provide, at a minimum, the same transportation safety standards, driver licensure, and vehicle insurance as required under 29 U.S.C. 1841 and 29 CFR 500.105 and 29 CFR 500.120 to 500.128. If workers' compensation is used to cover transportation, in lieu of vehicle insurance, the employer will ensure that such workers' compensation covers all travel or that vehicle insurance exists to provide coverage for travel not covered by workers' compensation. Employer agrees to have property damage insurance. 20 CFR 655.122(h)(4).

8. **THREE-FOURTHS GUARANTEE:** Employer agrees to offer the worker employment for a total number of work hours equal to at least three-fourths of the workdays of the total period beginning with the first workday after the arrival of the worker at the place of employment or the advertised contractual first date of need, whichever is later, and ending on the expiration date specified in the work contract or in its extensions, if any. 20 CFR 655.122(i).

The employer may offer the worker more than the specified hours of work on a single workday. For purposes of meeting the three-fourths guarantee, the worker will not be required to work for more than the number of hours specified in the job order for a workday, or on the worker's Sabbath or Federal holidays. If, during the total work contract period, the employer affords the U.S. or H-2A worker less employment than that required under this guarantee, the employer will pay such worker the amount the worker would have earned had the worker, in fact, worked for the guaranteed number of days. An employer will not be considered to have met the work guarantee if the employer has merely offered work on three-fourths of the workdays if each workday did not consist of a full number of hours of work time as specified in the job order. All hours of work actually performed may be counted by the employer in calculating whether the period of guaranteed employment has been met. Any hours the worker fails to work, up to a maximum of the number of hours specified in the job order for a workday, when the worker has been offered an opportunity to work, and all hours of work actually performed (including voluntary work over 8 hours in a workday or on the worker's Sabbath or Federal holidays), may be counted by the employer in calculating whether the period of guaranteed employment has been met. 20 CFR 655.122(i).

If the worker is paid on a piece rate basis, the employer agrees to use the worker's average hourly piece rate earnings or the required hourly wage rate, whichever is higher, to calculate the amount due under the three-fourths guarantee. 20 CFR 655.122(i).

If the worker voluntarily abandons employment before the end of the period of employment set forth in the job order, or is terminated for cause, and the employer follows the notification requirements in 20 CFR 655.122(n), the worker is not entitled to the three-fourths guarantee. The employer is not liable for payment of the three-fourths guarantee to an H-2A worker whom the Department of Labor certifies is displaced due to the employer's requirement to hire qualified and available U.S. workers during the recruitment period set out in 20 CFR 655.135(d), which lasts until 50 percent of the period of the work contract has elapsed (50 percent rule). 20 CFR 655.122(i).

Important Note: In circumstances where the work contract is terminated due to contract impossibility under 20 CFR 655.122(o), the three-fourths guarantee period ends on the date of termination.

9. **EARNINGS RECORDS:** Employer agrees to keep accurate and adequate records with respect to the workers' earnings at the place or places of employment, or at one or more established central recordkeeping offices where such records are customarily maintained. All records must be available for inspection and transcription by the Department of Labor or a duly authorized and designated representative, and by the worker and representatives designated by the worker as evidenced by appropriate documentation. Where the records are maintained at a central recordkeeping office, other than in the place or places of employment, such records must be made available for inspection and copying within 72 hours following notice from the Department of Labor, or a duly authorized and designated representative, and by the worker and designated representatives. The content of earnings records must meet all regulatory requirements and be retained by the employer for a period of not less than 3 years after the date of certification by the Department of Labor. 20 CFR 655.122(j).
10. **HOURS AND EARNINGS STATEMENTS:** Employer agrees to furnish to the worker on or before each payday in one or more written statements the following information: (1) the worker's total earnings for the pay period; (2) the worker's hourly rate and/or piece rate of pay; (3) the hours of employment offered to the worker (showing offers in accordance with the three-fourths guarantee as determined in 20 CFR 655.122(i), separate from any hours offered over and above the guarantee); (4) the hours actually worked by the worker; (5) an itemization of all deductions made from the worker's wages; (6) If piece rates are used, the units produced daily; (7) beginning and ending dates of the pay period; and (8) the employer's name, address and FEIN. 20 CFR 655.122(k).

For workers engaged in the herding or production of livestock on the range, the employer is exempt from recording and furnishing the hours actually worked each day, the time the worker begins and ends each workday, as well as the nature and amount of work performed, but otherwise must comply with the earnings records and hours and earnings statement requirements set out in 20 CFR 655.122(j) and (k). The employer agrees to keep daily records indicating whether the site of the employee's work was on the range or off the range. If the employer prorates a worker's wage because of the worker's voluntary absence for personal reasons, it must also keep a record of the reason for the worker's absence. 20 CFR 655.210(f).



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11. **RATES OF PAY:** The employer agrees that it will offer, advertise in its recruitment, and pay at least the Adverse Effect Wage Rate (AEWR), the prevailing hourly wage rate, the prevailing piece rate, the agreed-upon collective bargaining rate, or the Federal or State minimum wage rate, in effect at the time work is performed, whichever is highest. If the worker is paid by the hour, the employer must pay this rate for every hour or portion thereof worked during a pay period. If the offered wage(s) disclosed in this clearance order is/are based on commission, bonuses, or other incentives, the employer guarantees the wage paid on a weekly, semi-monthly, or monthly basis will equal or exceed the AEWR, prevailing hourly wage or piece rate, the legal Federal or State minimum wage, or any agreed-upon collective bargaining rate, whichever is highest.
- If the worker is paid on a piece rate basis and at the end of the pay period the piece rate does not result in average hourly piece rate earnings during the pay period at least equal to the amount the worker would have earned had the worker been paid at the appropriate hourly rate of pay, the employer agrees to supplement the worker's pay at that time so that the worker's earnings are at least as much as the worker would have earned during the pay period if the worker had instead been paid at the appropriate hourly wage rate for each hour worked. 20 CFR 655.120, 655.122(l).
- For workers engaged in the herding or production of livestock on the range, the employer agrees to pay the worker at least the monthly AEWR, the agreed-upon collective bargaining wage, or the applicable minimum wage imposed by Federal or State law or judicial action, in effect at the time work is performed, whichever is highest, for every month of the job order period or portion thereof. If the offered wage disclosed in this clearance order is based on commissions, bonuses, or other incentives, the employer assures that the wage paid will equal or exceed the monthly AEWR, the agreed-upon collective bargaining wage, or the applicable minimum wage imposed by Federal or State law or judicial action, whichever is highest, and will be paid to each worker free and clear without any unauthorized deductions. The employer may prorate the wage for the initial and final pay periods of the job order period if its pay period does not match the beginning or ending dates of the job order. The employer also may prorate the wage if an employee is voluntarily unavailable to work for personal reasons. 20 CFR 655.210(g).
12. **FREQUENCY OF PAY:** Employer agrees to pay workers when due based on the frequency disclosed in this clearance order. 20 CFR 655.122(m).
13. **ABANDONMENT OF EMPLOYMENT OR TERMINATION FOR CAUSE:** If a worker voluntarily abandons employment before the end of the contract period, or is terminated for cause, employer is not responsible for providing or paying for the subsequent transportation and subsistence expenses of that worker, and that worker is not entitled to the three-fourths guarantee, if the employer notifies the Department of Labor and, if applicable, the Department of Homeland Security, in writing or by any other method specified by the Department of Labor or the Department of Homeland Security in the Federal Register, not later than 2 working days after the abandonment or termination occurs. A worker will be deemed to have abandoned the work contract if the worker fails to show up for work at the regularly scheduled time and place for 5 consecutive work days without the consent of the employer. 20 CFR 655.122(n).
14. **CONTRACT IMPOSSIBILITY:** The work contract may be terminated before the end date of work specified in the work contract if the services of the workers are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes fulfillment of the contract impossible, as determined by the U.S. Department of Labor. In the event that the work contract is terminated, the employer agrees to fulfill the three-fourths guarantee for the time that has elapsed from the start date of work specified in the work contract to the date of termination. The employer also agrees that it will make efforts to transfer the worker to other comparable employment acceptable to the worker and consistent with existing immigration laws. In situations where a transfer is not affected, the employer agrees to return the worker at the employer's expense to the place from which the worker, disregarding intervening employment, came to work for the employer, or transport the worker to his/her next certified H-2A employer, whichever the worker prefers. The employer will also reimburse the worker the full amount of any deductions made by the employer from the worker's pay for transportation and subsistence expenses to the place of employment. The employer will also pay the worker for any transportation and subsistence expenses incurred by the worker to that employer's place of employment. The amounts the employer will pay for subsistence expenses per day are those amounts disclosed in this clearance order. The amount of the transportation payment must not be less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved. 20 CFR 655.122(o).
- The employer is not required to pay for transportation and daily subsistence from the place of employment to a subsequent employer's worksite if the worker has contracted with a subsequent employer who has agreed to provide or pay for the worker's transportation and subsistence expenses from the present employer's worksite to the subsequent employer's worksite. 20 CFR 655.122(h)(2).
15. **DEDUCTIONS FROM WORKER'S PAY:** Employer agrees to make all deductions from the worker's paycheck required by law. This job offer discloses all deductions not required by law which the employer will make from the worker's paycheck and all such deductions are reasonable, in accordance with 20 CFR 655.122(p) and 29 CFR part 531. The wage requirements of 20 CFR 655.120 will not be met where undisclosed or unauthorized deductions, rebates, or refunds reduce the wage payment made to the employee below the minimum amounts required under 20 CFR part 655, subpart B, or where the employee fails to receive such amounts free and clear because the employee kicks back directly or indirectly to the employer or to another person for the employer's benefit the whole or part of the wage delivered to the employee. 20 CFR 655.122(p).
16. **DISCLOSURE OF WORK CONTRACT:** Employer agrees to provide a copy of the work contract to an H-2A worker no later than the time at which the worker applies for the visa, or to a worker in corresponding employment no later than on the day work commences. For an H-2A worker coming to the employer from another H-2A employer, the employer agrees to provide a copy of the work contract no later than the time an offer of employment is made to the H-2A worker. A copy of the work contract will be provided to each worker in a language understood by the worker, as necessary or reasonable. In the absence of a separate, written work contract entered into between the employer and the worker, the required terms of this clearance order, including all Addendums, and the certified *H-2A Application for Temporary Employment Certification* will be the work contract. 20 CFR 655.122(q).



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17. **ADDITIONAL ASSURANCES FOR CLEARANCE ORDERS:**

- A. Employer agrees to provide to workers referred through the clearance system the number of hours of work disclosed in this clearance order for the week beginning with the anticipated date of need, unless the employer has amended the date of need at least 10 business days before the original date of need by so notifying the Order-Holding Office (OHO) in writing (e.g., e-mail notification). The employer understands that it is the responsibility of the SWA to make a record of all notifications and attempt to inform referred workers of the amended date of need expeditiously. 20 CFR 653.501(c)(3)(i).
- If there is a change to the anticipated date of need, and the employer fails to notify the OHO at least 10 business days before the original date of need, the employer agrees that it will pay eligible workers referred through the clearance system the specified rate of pay disclosed in this clearance order for the first week starting with the originally anticipated date of need or will provide alternative work if such alternative work is stated on the clearance order. 20 CFR 653.501(c)(5).
- B. Employer agrees that no extension of employment beyond the period of employment specified in the clearance order will relieve it from paying the wages already earned, or if specified in the clearance order as a term of employment, providing transportation from the place of employment, as described in paragraph 7.B above. 20 CFR 653.501(c)(3)(ii).
- C. Employer assures that all working conditions comply with applicable Federal and State minimum wage, child labor, social security, health and safety, farm labor contractor registration, and other employment-related laws. 20 CFR 653.501(c)(3)(iii).
- D. Employer agrees to expeditiously notify the OHO or SWA by emailing and telephoning immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over-recruitment, or other factors have changed the terms and conditions of employment. 20 CFR 653.501(c)(3)(iv).
- E. If acting as a farm labor contractor (FLC) or farm labor contractor employee (FLCE) on this clearance order, the employer assures that it has a valid Federal FLC certificate or Federal FLCE identification card and when appropriate, any required State FLC certificate. 20 CFR 653.501(c)(3)(v).
- F. Employer assures that outreach workers will have reasonable access to the workers in the conduct of outreach activities pursuant to 20 CFR 653.107. 20 CFR 653.501(c)(3)(vii).

I declare under penalty of perjury that I have read and reviewed this clearance order, including every page of this Form ETA-790A and all supporting addendums, and that to the best of my knowledge, the information contained therein is true and accurate. This clearance order describes the actual terms and conditions of the employment being offered by me and contains all the material terms and conditions of the job. 20 CFR 653.501(c)(3)(viii). I understand that to knowingly furnish materially false information in the preparation of this form and any supplement thereto or to aid, abet, or counsel another to do so is a federal offense punishable by fines, imprisonment, or both. 18 U.S.C. 2, 1001.

| | | |
|--|-------------------------|----------------------|
| 1. Last (family) name * | 2. First (given) name * | 3. Middle initial \$ |
| Curriel | Ali | |
| 4. Title * | | |
| Operations Assistant Administrator | | |
| 5. Signature (or digital signature) * | | 6. Date signed * |
| Digital Signature Verified and Retained By <i>Certifying Officer</i> | | 11/17/2021 |

Employment Service Statement

In view of the statutorily established basic function of the Employment Service (ES) as a no-fee labor exchange, that is, as a forum for bringing together employers and job seekers, neither the Department of Labor's Employment and Training Administration (ETA) nor the SWAs are guarantors of the accuracy or truthfulness of information contained on job orders submitted by employers. Nor does any job order accepted or recruited upon by the ES constitute a contractual job offer to which the ETA or a SWA is in any way a party. 20 CFR 653.501(c)(1)(i).

Public Burden Statement (1205-0466)

Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Public reporting burden for this collection of information is estimated to average .63 hours per response for all information collection requirements, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing, reviewing, and submitting the collection of information. The obligation to respond to this data collection is required to obtain/retain benefits (44 U.S.C. 3501, Immigration and Nationality Act, 8 U.S.C. 1101, et seq.). Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Employment and Training Administration, Office of Foreign Labor Certification, 200 Constitution Ave., NW, Suite PPII 12-200, Washington, DC, 20210. (Paperwork Reduction Project OMB 1205-0466). DO NOT send the completed application to this address.

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C. Additional Place of Employment Information

| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|------------------------------------|---|---|-----------------|---------------|--------------------|
| Olivarez Honey Bees, Inc. | 6398 County Road 20, Orland, California 95963 GLENN | | 1/1/2022 | 2/4/2022 | 10 |
| Almont Orchards Inc. | 3108 Burdick Rd Chico, California BUTTE | | 1/1/2022 | 2/4/2022 | 10 |
| Curtis Avrit | P.O. Box 251 Orland, California GLENN | | 1/1/2022 | 2/4/2022 | 10 |
| Olive Glenn Orchards | 1640 Hwy 45 Glenn, California GLENN | | 2/4/2022 | 3/26/2022 | 10 |
| Gemstone Properties | 3108 Burdick Rd Chico, California BUTTE | | 2/4/2022 | 3/26/2022 | 10 |
| Ann B. Montgomery | 3108 Burdick Rd Chico, California BUTTE | | 2/4/2022 | 3/26/2022 | 10 |
| Neill Orchards | 96 Commonwealth Court Chico, California BUTTE | | 2/4/2022 | 3/26/2022 | 10 |
| Nora Paiva | 1876 Lodge Pine Lane Chico, California BUTTE | | 2/4/2022 | 3/26/2022 | 10 |
| Darren Rice | 5209 Anita Rd Chico, California BUTTE | | 2/4/2022 | 3/26/2022 | 10 |
| Jim Wilson | 1200 7th Ave Orland, California GLENN | | 2/4/2022 | 3/26/2022 | 10 |



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C. Additional Place of Employment Information

| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|---|--|---|-----------------|---------------|--------------------|
| Vierra Bros | 111 Country Club Drive Colusa, California COLUSA | | 2/4/2022 | 3/26/2022 | 10 |
| Kevin Sullivan, | 7211 Cana Hwy Chico, California BUTTE | | 2/4/2022 | 3/26/2022 | 10 |
| Danny Vierra | 111 Country Club Drive Colusa, California COLUSA | | 2/4/2022 | 3/26/2022 | 10 |
| Brian Rodrigo | 4760 County Road O Orland, California GLENN | | 2/4/2022 | 3/26/2022 | 10 |
| Ginocchio & Associates c/o Ron Ginocchio | 6401 Cana Hwy Chico, California BUTTE | | 2/4/2022 | 3/26/2022 | 10 |
| Ron Ginocchio | 6401 Cana Hwy Chico, California BUTTE | | 2/4/2022 | 3/26/2022 | 10 |
| Vierra Family-5K Farms | 111 Country Club Dr Colusa, California COLUSA | | 2/4/2022 | 3/26/2022 | 10 |
| Jeff Aguiar | 6204 County Road 20 Orland, California GLENN | | 2/4/2022 | 3/26/2022 | 10 |
| Caren Svejda | 4836 County Road M Orland, California GLENN | | 2/4/2022 | 3/26/2022 | 10 |
| Jim Wilson | Lat 39.82923, Long. -122.09452 California TEHAMA | | 3/20/2022 | 6/1/2022 | 10 |



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C. Additional Place of Employment Information

| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|------------------------------------|---|---|-----------------|---------------|--------------------|
| Arthur D. Cummings | Lat 39.79401, Long. -121.87637 California BUTTE | | 3/20/2022 | 6/1/2022 | 10 |
| Kevin Sullivan | 7211 Cana Highway Chico, California BUTTE | | 2/4/2022 | 3/26/2022 | 10 |
| Arthur D. Cummings | Lat 39.68555, Long. -122.14534 California GLENN | | 3/20/2022 | 6/1/2022 | 10 |
| Arthur D. Cummings | Lat 39.79366, Long. -121.88551 California BUTTE | | 3/20/2022 | 6/1/2022 | 10 |
| Mary Reavis | Lat 45.10133, Long. -106.62845 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Danny Oliver | Lat 45.17020, Long. -104.33435 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Lee Thomas | Lat 45.25762, Long. -104.20725 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Tim Mcinerney, Dale Morgan | Lat 45.09633, Long. -104.37390 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Jacki Musgrove | Lat 45.61317, Long. -106.04928 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Greg Patterson | Lat 45.41677, Long. -107.10630 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |



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C. Additional Place of Employment Information

| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|-------------------------------------|---|---|-----------------|---------------|--------------------|
| Neil Collins | Lat 45.12670, Long. -105.3127 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| William Aldersom | Lat 45.28944 Lon. -106.49548 Montana ROSEBUD | | 6/2/2022 | 10/31/2022 | 10 |
| Jacki Musgrove | Lat 45.62019, Long. -106.00842 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Joe Hope | Lat 42322, Long. -107.05452 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Bruce Gustafson | Lat 45.34587 Lon. -104.09637 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Bruce Gustafson | Lat 38214 Lon. -104.08108 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Mark Nance | Lat 47.56137 Lon. -110.10919 Montana ROSEBUD | | 6/2/2022 | 10/31/2022 | 10 |
| Mary Reavis | Lat 45.17376, Long. -106.63982 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Diamond Cross Ranch Lane Larsen, | Lat 45.26116 Lon. -106.63929 Montana ROSEBUD | | 6/2/2022 | 10/31/2022 | 10 |
| Jacki Musgrove | Lat 45.62020, Long. -106.03929 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |

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C. Additional Place of Employment Information

| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|------------------------------------|---|---|-----------------|---------------|--------------------|
| Bruce Gustafson | Lat 45.35304 Lon. -104.09102 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Cooley | Lat 45.48827 Lon. -106.98303 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Edward Lawrence | Lat 45.07426, Long. -104.39365 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Bixby | Lat 45.36502 Lon. -106.99346 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Diamond Cross Ranch Lane Larsen, | Lat 45.12288 Lon. -106.59891 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Brown Cattle Co. Rich Mitchell | Lat 45.34077 Lon. -106.51501 Montana ROSEBUD | | 6/2/2022 | 10/31/2022 | 10 |
| Small, Melvin | Lat 45.43047 Lon. -107.00353 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Denny M | Lat 45.48140 Lon. -107.03408 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Kobolt State Park | Lat 45.22177 Lon. -106.97834 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Neil Collins | Lat 45.03260, Long. -105.36780 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |

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| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|-------------------------------------|---|---|-----------------|---------------|--------------------|
| Mock, Glen | Lat 45.08520 Lon. -106.81278 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Reavis, Mary | Lat 45.10133 Lon. -106.62845 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Bruce Gustafson | Lat 45.33145 Lon. -104.04507 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Foss, C W | Lat 45.00857 Lon. -106.87341 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Bruce Gustafson | Lat 45.47655 Lon. -104.26703 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Martin, Larry | Lat 45.49558 Lon. -107.01380 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Dahle, James | Lat 45.57554 Lon. -106.73434 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Small, Melvin-House | Lat 45.43043 Lon. -106.86804 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Diamond Cross Ranch Lane Larsen, | Lat 45.23973 Lon. -106.67132 Montana ROSEBUD | | 6/2/2022 | 10/31/2022 | 10 |
| Thomas, Lee | Lat 45.25762 Lon. -104.20725 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |

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C. Additional Place of Employment Information

| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|------------------------------------|---|---|-----------------|---------------|--------------------|
| Porter, A Hayden | Lat 45.0134 Lon. -106.54761 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Bruce Gustafson | Lat 45.36784 Lon. -104.07064 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Hope, Joe E | Lat 45.41677 Lon. -107.10630 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Taylor 8 Frame | Lat 45.27949 Lon. -106.97812 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Mcinerney, Tim | Lat 45.09633 Lon. -104.37390 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Oliver, Danny | Lat 45.17020 Lon. -104.33435 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Dean, Leroy | Lat 45.22040 Lon. -104.26852 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Le Revre | Lat 45.46675 Lon. -107.01397 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Oleson, Charles L | Lat 45.33145 Lon. -104.04507 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Teigen III, John | Lat 45.38214 Lon. -104.08108 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |

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| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|------------------------------------|---|---|-----------------|---------------|--------------------|
| Munson, Emmett | Lat 45.02714 Lon. -106.81188 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Oleson, Charles L | Lat 45.34587 Lon. -104.09637 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Small, John | Lat 45.36513 Lon. -106.95009 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Flasted | Lat 45.01041 Lon. -104.31970 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Boas, Jake | Lat 45.04397 Lon. -104.98215 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Reavis, Mary | Lat 45.17376 Lon. -106.63982 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Flasted | Lat 45.09559 Lon. -104.45513 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Kaufman Ranch | Lat 45.17414 Lon. -104.77818 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Plister Ranch Corp | Lat 45.11728 Lon. -104.64024 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Parker, R L | Lat 45.12288 Lon. -106.59891 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |

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C. Additional Place of Employment Information

| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|------------------------------------|---|---|-----------------|---------------|--------------------|
| Nixon, Don | Lat 45.06520 Lon. -104.88100 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Johnson | Lat 45.74432 Lon. -23664 Montana PARK | | 6/2/2022 | 10/31/2022 | 10 |
| Hope, Joe E | Lat 45.42322 Lon. -107.05452 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Diebel, Jack | Lat 81334 Lon. -105.72903 Montana CUSTER | | 6/2/2022 | 10/31/2022 | 10 |
| Jones, Greg | Lat 45.33628 Lon. -106.98836 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Big Dipper Ranch | Lat 45.47655 Lon. -104.26703 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Dunning | Lat 45.39135 Lon. -106.14880 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Borishyich, Randy | Lat 45.22819 Lon. -104.23759 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Knudson, Lars | Lat 45.55393 Lon. -105.95590 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Knudson, Lars | Lat 45.56085 Lon. -105.99714 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |

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C. Additional Place of Employment Information

| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|------------------------------------|---|---|-----------------|---------------|--------------------|
| Stevens, M | Lat 45.29054 Lon. -106.14239 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Young, John A | Lat 45.16472 Lon. -106.93455 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Hagens | Lat 45.24818 Lon. -106.16286 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Bonefill, Chad | Lat 45.28701 Lon. -104.37390 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| P V Leveque, P V, | Lat 45.41641 Lon. -105.81073 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Bales Ranch Inc | Lat 45.50564 Lon. -106.10582 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Lawrence, Edward | Lat 45.07426 Lon. -104.39365 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Samuelson, Voyle | Lat 45.54055 Lon. -105.81192 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Weichman | Lat 45.57569 Lon. -106.04854 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Hegordorn | Lat 45.70971 Lon. -105.73073 Montana POWDER RIVER | | 6/2/2022 | 10/13/2022 | 10 |

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| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|------------------------------------|---|---|-----------------|---------------|--------------------|
| Teigaen, Ivan | Lat 45.36784 Lon. -104.07064 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Eye, E | Lat 45.50564 Lon. -105.60675 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Oleson, Charles L | Lat 45.35304 Lon. -104.09102 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Hulford | Lat 45.61576 Lon. -105.55581 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Gaskill, William | Lat 45.61372 Lon. -105.77061 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Diebel, Jack | Lat 45.78405 Lon. -105.72197 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Wilson, Jim | Lat 45.05089 Lon. -104.92138 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Clements | Lat 45.05165 Lon. -105.18588 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Phillips, Jim | Lat 45.56844 Lon. -106.10232 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Teigen, Leroy | Lat 45.27221 Lon. -104.16663 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |



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| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|------------------------------------|--|---|-----------------|---------------|--------------------|
| Carter | Lat 45.65919 Lon. -105.54529 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Kaufman Ranch | Lat 45.09422 Lon. -104.81947 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Baukema | Lat 45.068665 Lon. -105.48072 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Rumph, Roland | Lat 45.14176 Lon. -105.32878 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Warner, Donald | Lat 45.17839 Lon. -105.39032 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Kerr, Justin | Lat 45.57131 Lon. -104.20791 Montana CARTER | | 6/2/2022 | 10/31/2022 | 10 |
| Kolka Cattle Co | Lat 45.69365 Lon. -106.02926 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Knudson | Lat 45.45992 Lon. -105.84221 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Peaterson Place | Lat 45.40224 Lon. -105.86714 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Hogemark | Lat 45.75166 Lon. -110.23682 Montana PARK | | 6/2/2022 | 10/31/2022 | 10 |



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C. Additional Place of Employment Information

| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|------------------------------------|---|---|-----------------|---------------|--------------------|
| Lloyd, Allan | Lat 45.09811 Lon. -106.22807 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Kolka, Cecil | Lat 45.66502 Lon. -105.87637 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Moreland | Lat 45.81037 Lon. -110.30877 Montana PARK | | 6/2/2022 | 10/31/2022 | 10 |
| Blankenship | Lat 45.20490 Lon. -106.16270 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| George Collins & Sons | Lat 45.01787 Lon. -105.35768 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Dunning | Lat 45.37679 Lon. -106.14920 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Lei, Jim | Lat 45.26860 Lon. -106.08273 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Fort Hows | Lat 45.34781 Lon. -106.14892 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Steadman, | Lat 45.60840 Lon. -105.61711 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Janssen, Lewis | Lat 45.73191 Lon. -105.59654 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |

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| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|------------------------------------|---|---|-----------------|---------------|--------------------|
| Denson | Lat 45.42029 Lon. -106.14892 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Samuelson, Voyle | Lat 45.50318 Lon. -105.85243 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Janssen, John M | Lat 45.72450 Lon. -105.49390 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Newcomber Inc | Lat 45.43834 Lon. -106.09792 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| L J Green & Son | Lat 45.76868 Lon. -105.81543 Montana POWDER RIVER | | 6/1/2022 | 10/31/2022 | 10 |
| Janssen, John M | Lat 45.70259 Lon. -105.56635 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Kolka Ranch | Lat 45.67786 Lon. -105.01891 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Smith, Dick | Lat 45.47541 Lon. -105.55527 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Carter, Lloyd D | Lat 45.65177 Lon. -105.54564 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Trustler Ranch | Lat 45.62064 Lon. -105.93794 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |

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| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|------------------------------------|---|---|-----------------|---------------|--------------------|
| Whithman Ranch | Lat 45.42055 Lon. -106.17947 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Hagen | Lat 45.21925 Lon. -106.17282 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Merchant Ranch | Lat 45.73136 Lon. -105.80413 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Dunning Ranch | Lat 45.38381 Lon. -106.09804 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Cain, Mike | Lat 45.74655 Lon. -105.73110 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Almond Ranch, | Lat 45.59794 Lon. -106.10198 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Hanson, Marian H | Lat 45.61317 Lon. -106.04928 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Almond Ranch, | Lat 45.30880 Lon. -105.88501 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Gaskill, Chas | Lat 45.67986 Lon. -105.75047 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Gardner, Patricia A | Lat 45.56113 Lon. -106.10267 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |

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C. Additional Place of Employment Information

| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|------------------------------------|---|---|-----------------|---------------|--------------------|
| Gaskill, Dick | Lat 45.62096 Lon. -105.77082 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Hanson | Lat 45.62020 Lon. -106.03929 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Gaskill, R | Lat 45.56113 Lon. -106.13550 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Gamrath, Catherine | Lat 45.73917 Lon. -105.84676 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Lyda, Bonnie | Lat 45.42382 Lon. -105.88314 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Gaskill Ranch | Lat 45.57785 Lon. -106.14665 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Gamrath, Catherine | Lat 45.76904 Lon. -105.88933 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Worman, David | Lat 45.01819 Lon. -105.44977 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Samuelson, Voyle | Lat 45.58454 Lon. -105.77015 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Aye, Earl A | Lat 47.22307 Lon. -110.52957 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |

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C. Additional Place of Employment Information

| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|------------------------------------|---|---|-----------------|---------------|--------------------|
| Fortner, Alva | Lat 45.09782 Lon. -105.33773 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Samuelson, Voyle | Lat 45.53283 Lon. -105.83288 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Hofmann, J, | Lat 45.39105 Lon. -106.09823 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Gottfredson, Elaine | Lat 45.61570 Lon. -105.63750 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Hoffman | Lat 45.11931 Lon. -105.50108 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Stevens School | Lat 45.30482 Lon. -106.15191 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Peterson | Lat 45.26900 Lon. -106.15279 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Worman | Lat 45.16026 Lon. -105.16591 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Denson, Ros | Lat 45.43442 Lon. -106.11823 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Jansson, L | Lat 45.73900 Lon. -105.60710 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |

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C. Additional Place of Employment Information

| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|------------------------------------|---|---|-----------------|---------------|--------------------|
| Thompson, Gary | Lat 45.62019 Lon. -106.00842 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Rumph, Quentin | Lat 45.01802 Lon. -105.43959 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Brewster, Burton | Lat 45.30427 Lon. -106.54602 Montana ROSEBUD | | 6/2/2022 | 10/31/2022 | 10 |
| Phillips, C | Lat 45.39113 Lon. -106.01653 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Rumph, Quentin | Lat 45.07588 Lon. -105.43972 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Clements, Larry | Lat 45.04485 Lon. -105.17580 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Hagen, Frank | Lat 45.19769 Lon. -106.21345 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Mackinney, | Lat 45.26116 Lon. -106.63929 Montana ROSEBUD | | 6/2/2022 | 10/31/2022 | 10 |
| Haley, Shirley | Lat 45.52840 Lon. -106.31096 Montana ROSEBUD | | 6/2/2022 | 10/31/2022 | 10 |
| Lei, Jim | Lat 45.41667 Lon. -105.86719 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |

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C. Additional Place of Employment Information

| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|------------------------------------|---|---|-----------------|---------------|--------------------|
| Knoblock | Lat 45.48526 Lon. -106.34206 Montana ROSEBUD | | 6/2/2022 | 10/31/2022 | 10 |
| Alderson, William | Lat 45.28944 Lon. -106.49548 Montana ROSEBUD | | 6/2/2022 | 10/31/2022 | 10 |
| Knoblock | Lat 45.42201 Lon. -106.33166 Montana ROSEBUD | | 6/2/2022 | 10/31/2022 | 10 |
| Benge Ranch | Lat 45.76823 Lon. -105.59676 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Stevens Ranch | Lat 45.18363 Lon. -106.36644 Montana ROSEBUD | | 6/2/2022 | 10/31/2022 | 10 |
| Grosfield | Lat 45.80314 Lon. -110.05943 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Elgin | Lat 45.15613 Lon. -105.33801 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Brewster, Burton | Lat 45.28256 Lon. -106.32546 Montana ROSEBUD | | 6/2/2022 | 10/31/2022 | 10 |
| Alderson, William | Lat 45.28944 Lon. -106.49548 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Kalberg, Tom | Lat 46.04213 Lon. -109.49658 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |

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C. Additional Place of Employment Information

| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|------------------------------------|---|---|-----------------|---------------|--------------------|
| Gali, Jr. Anton | Lat 45.47089 Lon. -105.65791 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Stene | Lat 45.86097 Lon. -109.94452 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Benge Ranch | Lat 45.74642 Lon. -105.57670 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Jarrett B | Lat 45.78858 Lon. -110.18450 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Larson | Lat 46.01320 Lon. -109.93217 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Jarrett B | Lat 45.76593 Lon. -110.18486 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Amen, Ken | Lat 45.72436 Lon. -105.42233 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Hanson, Howard | Lat 46.11410 Lon. -109.75520 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Duffy, S | Lat 45.78118 Lon. -109.84354 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Kolka Ranch | Lat 45.64330 Lon. -105.86577 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |

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C. Additional Place of Employment Information

| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|------------------------------------|---|---|-----------------|---------------|--------------------|
| Hanson, Howard | Lat 46.15739 Lon. -109.66981 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Larson | Lat 45.99834 Lon. -109.88106 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Carter, Lloyd D | Lat 45.76859 Lon. -105.63744 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Lowe, William, R | Lat 45.73605 Lon. -109.72150 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Gilbert | Lat 45.91881 Lon. -109.91277 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Archer Ranch | Lat 45.57213 Lon. -105.58664 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Pile, B | Lat 45.73713 Lon. -109.85403 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Jones, Lyle | Lat 45.85957 Lon. -109.74755 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Knudson | Lat 45.45991 Lon. -105.83150 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Pedersen | Lat 45.83056 Lon. -109.73725 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |



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C. Additional Place of Employment Information

| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|------------------------------------|---|---|-----------------|---------------|--------------------|
| Henthorne, Russ, BBarLand & Li | Lat 46.03474 Lon. -109.85943 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Lynch, Dan | Lat 45.72452 Lon. -105.43264 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Cremer, George | Lat 45.97019 Lon. -109.75296 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Tollefson | Lat 45.07785 Lon. -109.66198 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Kolka, Cecil | Lat 45.64978 Lon. -105.94810 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Cremer, George | Lat 46.02051 Lon. -109.56201 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Cremer, George | Lat 46.10698 Lon. -109.82749 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Gaskill, R | Lat 45.58488 Lon. -106.09167 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Cremer, George | Lat 46.02070 Lon. -109.68473 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Gaskill, Bub | Lat 45.65006 Lon. -105.77134 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |

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C. Additional Place of Employment Information

| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|------------------------------------|---|---|-----------------|---------------|--------------------|
| Cremer, George | Lat 45.02065 Lon. -109.47968 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Cremer, George | Lat 45.96961 Lon. -109.79029 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Gaskill, Dick | Lat 45.67262 Lon. -105.75026 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Cremer, George | Lat 46.01337 Lon. -109.65693 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Cremer, George | Lat 46.02055 Lon. -109.77717 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Cheatham, Cheryl, P | Lat 45.77386 Lon. -110.11310 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Smith, Ray | Lat 45.38773 Lon. -105.96508 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Cremer, George | Lat 45.94763 Lon. -109.75895 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Lyda, Bonnie | Lat 45.38046 Lon. -105.90315 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Johnson, Durrell | Lat 45.74311 Lon. -109.75272 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |

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C. Additional Place of Employment Information

| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|------------------------------------|---|---|-----------------|---------------|--------------------|
| Cremer, George | Lat 46.02059 Lon. -109.72667 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Burley | Lat 45.46805 Lon. -105.60627 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Hogemark, Dan | Lat 45.75155 Lon. -109.88490 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Depay Enterprises Inc | Lat 46.01329 Lon. -109.93241 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Agnew, Tom | Lat 46.02068 Lon. -109.64769 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Stevens, Jan | Lat 45.26900 Lon. -106.15279 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Valgamon, Lorraine | Lat 45.75885 Lon. -110.14360 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Williams, Bill | Lat 45.84607 Lon. -109.87188 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Collins, Jim | Lat 45.03260 Lon. -105.36780 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Godforson | Lat 45.60105 Lon. -105.58653 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |

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C. Additional Place of Employment Information

| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|------------------------------------|---|---|-----------------|---------------|--------------------|
| Hogemark, James | Lat 45.83173 Lon. -110.24597 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Powell, Terry | Lat 45.01604 Lon. -104.60562 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Collins, Jim | Lat 45.12670 Lon. -105.53127 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Nance, Mark | Lat 45.52840 Lon. -106.31096 Montana ROSEBUD | | 6/2/2022 | 10/31/2022 | 10 |
| Brown Cattle Co | Lat 45.34077 Lon. -106.51501 Montana ROSEBUD | | 6/2/2022 | 10/31/2022 | 10 |
| Brown, Al | Lat 45.23973 Lon. -106.67132 Montana ROSEBUD | | 6/2/2022 | 10/31/2022 | 10 |
| Brey Mrs. Henry | Lat 45.54277 Lon. -106.29078 Montana ROSEBUD | | 6/2/2022 | 10/31/2022 | 10 |
| Belley | Lat 45.81792 Lon. -109.92417 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Brewster, Burton | Lat 45.21252 Lon. -106.28440 Montana ROSEBUD | | 6/2/2022 | 10/31/2022 | 10 |
| Breck, Shirley | Lat 45.78859 Lon. -110.10127 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |

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C. Additional Place of Employment Information

| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|------------------------------------|--|---|-----------------|---------------|--------------------|
| Arneson, B | Lat 45.85373 Lon. -109.97572 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Whidden, Roger | Lat 45.83194 Lon. -110.25634 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Enquist | Lat 45.77375 Lon. -110.13384 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Larson | Lat 45.99834 Lon. -109.88106 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Hauler, John- Buffalo Jump Ra, | Lat 45.94825 Lon. -110.00614 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Metcalf, Remi | Lat 45.75882 Lon. -109.83326 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Roberts | Lat 45.80347 Lon. -109.88267 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Hathaway, W | Lat 45.89019 Lon. -109.96494 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Meyer, Stanley | Lat 45.72861 Lon. -109.67027 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Cremer, George | Lat 46.02065 Lon. -109.59580 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |

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C. Additional Place of Employment Information

| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|------------------------------------|--|---|-----------------|---------------|--------------------|
| Favinger,J | Lat 45.99822 Lon. -109.86009 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Cremer, George | Lat 45.99259 Lon. -109.46929 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Cremer, George | Lat 46.02777 Lon. -109.73688 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Cremer, George | Lat 46.06342 Lon. -109.78660 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Cremer, George | Lat 46.02057 Lon. -109.78756 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Cremer, George | Lat 45.96292 Lon. -109.77361 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Cremer, George | Lat 45.98482 Lon. -109.74066 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Hogemark, Dan | Lat 45.75868 Lon. -110.18475 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Agnew, Tom | Lat 46.02066 Lon. -109.62712 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Agnew, Tom | Lat 46.02066 Lon. -109.62712 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |

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C. Additional Place of Employment Information

| 1. Name of Agricultural Business § | 2. Place of Employment * | 3. Additional Place of Employment Information § | 4. Begin Date § | 5. End Date § | 6. Total Workers § |
|------------------------------------|---|---|-----------------|---------------|--------------------|
| Vermillion, Margaret | Lat 45.70657 Lon. -109.79314 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Wilson Family Limited Partners | Lat 46.02029 Lon. -109.91119 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Walton, Geoff | Lat 45.84646 Lon. -109.99661 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Jones | Lat 45.29351 Lon. -106.98789 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Rugg, | Lat 45.22901 Lon. -106.95784 Montana BIG HORN | | 6/2/2022 | 10/31/2022 | 10 |
| Gali, | Lat 45.48517 Lon. -105.64760 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Wood, | Lat 45.72424 Lon. -105.88779 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |
| Bye., | Lat 45.69950 Lon. -109.62927 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Haller, John | Lat 45.93371 Lon. -109.98510 Montana SWEET GRASS | | 6/2/2022 | 10/31/2022 | 10 |
| Doyle Creek Ranch | Lat 45.38105, Long. -105.43752 Montana POWDER RIVER | | 6/2/2022 | 10/31/2022 | 10 |

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D. Additional Housing Information

| 1. Type of Housing * | 2. Physical Location * | 3. Additional Housing Information § | 4. Total Units * | 5. Total Occupancy * | 6. Applicable Housing Standards * |
|---------------------------|---|--------------------------------------|------------------|----------------------|---|
| Employer-Owned House | 501 S Park Avenue Broadus, Montana 59317 POWDER RIVER | Fully Furnished Employer-Owned House | 1 | 5 | <input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal |
| Employer-Owned House | 310 Lincoln Avenue Broadus, Montana 59317 POWDER RIVER | Fully Furnished Employer-Owned House | 1 | 6 | <input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal |
| Employer-Owned House | 808 East 2nd Avenue Big Timber, Montana 59011 SWEET GRASS | Fully Furnished Employer-Owned House | 1 | 4 | <input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal |
| Employer owned house | Steve's Rd, Roundup, Montana 59072 Roundup, Montana 59072 MUSSELSHELL | Fully Furnished Employer-Owned House | 1 | 3 | <input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal |
| Olivarez Honey Bees, Inc. | 6398 County Road 20 Orland, California 95963 GLENN | fully furnished employer-owned house | 1 | 8 | <input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal |
| | | | | | <input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal |
| | | | | | <input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal |
| | | | | | <input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal |
| | | | | | <input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal |
| | | | | | <input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal |

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H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

| | | | |
|---|------|--|--|
| 1. Section/Item Number * | A.11 | 2. Name of Section or Category of Material Term or Condition * | Pay Deductions - Additional Wage Information |
| 3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Applicants may be offered higher than the advertised wage range due to experience or merit. | | | |

b. Job Offer Information 2

| | | | |
|---|------|--|---|
| 1. Section/Item Number * | A.11 | 2. Name of Section or Category of Material Term or Condition * | Pay Deductions - California EDD Payroll Tax Id Number |
| 3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * The employers California EDD Payroll Tax Identification Number is 515-0943-8. | | | |



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H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

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| 1. Section/Item Number * | F.2 | 2. Name of Section or Category of Material Term or Condition * | Transportation - Inbound/Outbound Transportation |
| 3. Details of Material Term or Condition (up to 3,500 characters) * The employer will provide advance transportation for reasonable (most economical) common carrier or other transportation which conforms to the Interstate Commerce Commission (ICC) in bound transportation (if it is the prevailing practice). If not the prevailing practice, the employer will reimburse the worker for transportation costs and subsistence to the employer's work site when the worker completes 50% of the work period. The employer will also provide advance subsistence at a minimum amount of \$0 per 24-hour period of travel from place of recruitment to the place of employment (if it is the prevailing practice). Workers who provide receipts for meals and non-alcoholic beverages in excess of \$ N/A will be reimbursed during the first pay period, up to the maximum amount of \$ N/A per 24-hour period of travel from place of recruitment to the place of employment (if it is the prevailing practice). Workers who voluntarily quit or are terminated for cause prior to completing 50% of the contract period will be required to reimburse the employer for the full amounts of transportation and subsistence which were advanced and/or reimbursed to the worker. After worker has completed 50% of the work contract period, employer will reimburse worker for the cost of transportation and subsistence from the place of recruitment to the place of employment. Upon completion of the work contract, employer will pay reasonable costs of return transportation and subsistence (travel reimbursement subsistence will be the minimum amount of \$13.17 per 24-hour period of travel without receipts and the maximum amount will be \$55.00 per day with receipts) from the place of employment to the place of recruitment, except when the worker will not be returning to the place of recruitment due to subsequent employment with another employer who agrees to pay such costs, in which case the employer will only pay for the transportation and subsistence to the next job. The amount of the transportation payment will be equal to the most economical and reasonable similar common carrier transportation charges for the distance involved . | | | |

d. Job Offer Information 4

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| 1. Section/Item Number * | A.8a | 2. Name of Section or Category of Material Term or Condition * | Job Duties - Additional Hours and Schedule Information |
| 3. Details of Material Term or Condition (up to 3,500 characters) * A general work week is Monday through Friday from 8:00 am to 5:00 pm. However, because of the complexity of the crop conditions workers may be requested to work long days as well as on Saturdays, Sundays or Federal Holidays, depending upon the conditions of the commodities being produced. Therefore, hours above 40 per week may be offered but are not guaranteed. | | | |